

**DEPARTMENT OF
DEFENSE, VETERANS and EMERGENCY MANAGEMENT**
Military Bureau
Joint Force Headquarters, Maine National Guard
Camp Keyes, Augusta, Maine 04333-0033

31 July 2007

MEMORANDUM FOR: All Maine Air National Guard Technicians

FROM: Jeffrey A. Guesman, CMSgt, Labor Relations Specialist, MENG

SUBJECT: Assignment of Military Training Duties to Dual Status Technicians

1. As of 13 July 2007, representatives from the MEANG and Labor Organization both completed bargaining obligation in accordance with the *Negotiated Agreement between the Adjutant General, State of Maine, and the Maine ACTs Chapter #128, ACT*. All of the following duties/tasks to include live fire for weapons qualification and Fire Arms Training Simulator (FATS) may be assigned to dual status technicians at this time.

- a. Full Spectrum Threat Response (FSTR).
- b. Chemical Warfare Defense Ensemble (CWDE)
- c. Chemical, Biological, Radiological, Nuclear, and High-Yield Explosive Defense training (CBRNE). This was previously known as Nuclear, Biological, and Chemical (NBC) training.
- d. Exercise participation in Operational Readiness Evaluations (ORE), Operational Readiness Inspections (ORI), Unit Compliance Inspections (UCI), Maintenance Effectiveness Inspection (MEI), OCI, and Inspector General (IG) evaluations.
- e. Ability To Survive and Operate (ATSO)
- f. Self-Aid Buddy Care (SABC)
- g. Law Of Armed Conflict (LOAC)
- h. Mobility exercise participation
- i. Military readiness
- j. Force protection
- k. Training of traditional guard members
- l. Participation in military formations
- m. Medical mobility processing
- n. Weapons qualification

It is important that supervisors and employees alike understand that any military training duty assignment determined necessary be treated as any other assignment of work. Military training duties/tasks are not a choice or volunteer issue. Failure to obey or complete any such assignment may lead to disciplinary action. Employees injured while performing the assigned military training duties or engaged in an assigned training activity are afforded coverage under the provisions of the Federal

Employees Compensation Act (FECA), which is administered by the Office of Workers Compensation Programs (OWCP).

2. Each military training duty/task above will be identified in an addendum memorandum to all technician position descriptions (PD) like the following:

OTHER SIGNIFICANT FACTS:

Incumbent may be required to prepare for and support the mission through the accomplishment of duties pertaining to military training, military readiness, force protection and other mission related assignments including, but not limited to, training of traditional Guard members, CWDE/NBC training, exercise participation (ORE/ORI/UCI/MEI/OCI/IG, etc.), mobility exercise participation, FSTR/ATSO exercise participation, SABC training, LOAC training, weapons qualification training, participation in military formations, and medical mobility processing within the guidelines of NGB/ARNG/ANG/State/TAG rules, regulations and laws. The tasks have no impact on the classification of this position and should not be addressed in any technician's performance standards.

Your supervisor will review each of the terms, acronyms, and duty assignments in the memorandum with you. You will be asked to sign and date the memorandum to indicate the review has been completed. A copy with all signatures will be placed in your supervisory workfolder.

3. The following represents the complete **Agreement to the Assignment of Military Training Duties to Dual Status MEANG Technicians:**

A. *The Agency may implement approved proposals in accordance with the ground rules established for impact and implementation bargaining of PD Release 05-1006. Any proposals not approved or at impasse with FSIP or dispute with FLRA will not be implemented by the agency until bargaining is complete.*

B. *The agency will post on available MENG/MEANG electronic bulletin boards a copy of the Position Description Addendum, to include:*

- *A statement indicating the following tasks relate to Maine Air National Guard civilian technicians.*
- *The full wording of each acronym or abbreviation stated in the Addendum and how it applies to Maine Air National Guard technicians.*
- *A location of the electronic-link of all regulations as they pertain to specific military training assignments included in the addendum.*

- *Changes to electronic link numbering patterns and/or titles of applicable regulatory guidance will not be the responsibility of this agency to track and post 1-year following completion of negotiations.*

C. *If the agency proposes to assign a bargaining unit employee to perform, as civilian work, any duty not described in the Addendum to Position Description(s) Release CRA 05-1006 (30 June 2005), the agency will:*

- *Notify the union of the proposed assignment;*
- *Upon request of the union, negotiate 5 U.S.C. § 7106(b)(3) appropriate arrangements for any adverse effect of the assignment; and*
- *Upon request of the union, and to the extent not inconsistent with the necessary functioning of the agency, hold implementation of the assignment in abeyance pending completion of negotiation of 5 U.S.C. § 7106(b)(3) appropriate arrangements, including resolution of any impasse by the Federal Service Impasses Panel.*

D. *If the agency assigns any military training duty described in the Addendum to Position Description(s) Release CRA 05-1006, dated 30 June 2005, to a bargaining unit employee(s), the agency will provide the employee(s) advance notice of the duty to be performed to include:*

- *The duty assignment*
- *Date to be performed*
- *Time*
- *Location*
- *Transportation requirements (if necessary)*
- *Duration*

Notification can be in the form of an e-mail or verbal message

E. *Any military duty training assignment noted in the Addendum to Position Description(s) Release CRA 05-1006, dated 30 June 2005, will be in accordance with the appropriate law and government wide regulations. Appropriate safety equipment will be made available to and utilized by all employees when performing such training assignments.*

F. *Participation in any military formations will be in direct relation to military training duties aligned with the Addendum to Position Description(s) Release CRA 05-1006, dated 30 June 2005.*

G. *A portable sign will be placed near the entrance of the Bangor AFRC range prior to commencing live fire operations. It will be oriented such that it will be visible by anyone entering the range property. The sign will read "WARNING" Live Fire in Progress when the Red Flag is raised". The sign will conform to AFOSH standards.*


4. The following tasks relate to MEANG civilian technicians. Each of the tasks and associated acronym to include published web links are provided for your information and review.

- a. **Full Spectrum Threat Response (FSTR)** training. Reference AFI 10-2501, *Full Spectrum Threat Response (FSTR) Planning and Operations*, <http://www.e-publishing.af.mil/pubfiles/af/10/afi10-2501/afi10-2501.pdf>.
- b. **Chemical, Biological, Radiological, Nuclear, and High-Yield Explosive Defense** training (CBRNE). Reference AFMAN 10-2602, *Nuclear, Biological, Chemical, and Conventional (NBCC) Defense Operations and Standards*, <http://www.e-publishing.af.mil/pubfiles/af/10/afman10-2602/afman10-2602.pdf>. CBRNE training encompasses the training identified previously under the terms Chemical Warfare Defense Ensemble (CWDE) and Nuclear, Biological, and Chemical (NBC).
- c. **Ability To Survive and Operate (ATSO)**. Reference AFMAN 10-100, *Airman's Manual*, <http://www.e-publishing.af.mil/pubfiles/af/10/afman10-100/afman10-100.pdf>
- d. **Military Readiness** through exercise participation in **Operational Readiness Evaluations (ORE)**, **Operational Readiness Inspections (ORI)**, **Unit Compliance Inspections (UCI)**, **Maintenance Effectiveness Inspection (MEI)**, and **Inspector General (IG)** evaluations. Reference AFD 90-2, *Inspector General-The Inspection System*, <http://www.e-publishing.af.mil/pubfiles/af/90/afpd90-2/afpd90-2.pdf>; AFI 90-201, *Inspector General Activities*, <http://www.e-publishing.af.mil/pubfiles/af/90/afi90-201/afi90-201.pdf>; and AMCI90-201, *The Inspection Program*, <http://www.e-publishing.af.mil/pubfiles/amc/90/amci90-201/amci90-201.pdf>.
- e. **Self-Aid Buddy Care (SABC)**. Reference AFI 36-2238, *Self-Aid and Buddy Care (SABC)*, <http://www.e-publishing.af.mil/pubfiles/af/36/afi36-2238/afi36-2238.pdf>
- f. **Law of Armed Conflict (LOAC)**. Reference AFI 51-401, *Training and Reporting to Ensure Compliance with the Law of Armed Conflict (LOAC)*, <http://www.e-publishing.af.mil/pubfiles/af/51/afi51-401/afi51-401.pdf>
- g. **Mobility Exercise Participation**. Reference AFI 10-403, *Deployment Planning And Execution*, <http://www.e-publishing.af.mil/pubfiles/af/10/afi10-403/afi10-403.pdf>
- h. **Force Protection**. Reference AFI 31-210, *Air Force Antiterrorism/Force Protection (AT/FP) Program Standards*, http://www.e-publishing.af.mil/pubfiles/amc/31/afi31-210_amcsup1/afi31-210_amcsup1.pdf

- i. **Participation in military formations.** See item 4(f) above.
- j. **Weapons Qualification Training.** Reference AFI 31-207, *Arming and Use of Force by Air Force Personnel*, <http://www.e-publishing.af.mil/pubfiles/af/31/afi31-207/afi31-207.pdf> and AFI 36-2226, *The United States Combat Arms Training and Maintenance Program (Weapons qualification)*, <http://www.e-publishing.af.mil/pubfiles/af/36/afi36-2226/afi36-2226.pdf>
- k. **Medical Mobility Processing.** Reference NGB-J1-TN-LR Memorandum dated 8 June 2007, subject; *Guidance on Assignment of Military Training Duties to Title 32 National Guard Technicians (TN-07-48)*, items 8 and 9.¹

This memorandum meets the requirements of item (B) of the Agreement to the Assignment of Military Training Duties to Dual Status Technicians.

For MaineiACTs Chapter #128:


Mr. Chad Smith, Chief Negotiator, MaineiACTs Chapter #128, ACT

2 AUG 07
Date

For the Agency:


Jeff Guesman, CMSgt, Labor Relations Specialist, MEANG

2 AUG 07
Date

¹ **Item 8.** National Guard Technicians cannot be required to receive immunizations (either by directive or voluntarily) in technician status necessary to maintain worldwide medical qualifications, active military duty assignments or deployments. Immunizations should be administered in an inactive duty or active duty military status (Surgeon General Log Letter 03-035, 1 Jul 03, AR 40-562; NGR 40-501).

Item 9. National Guard Technicians cannot be weighed, nor have urinalyses or drug testing performed for medical mobility processing purposes while in a technician status. Medical mobility processing or any other procedure requiring weigh-ins, urinalysis or drug testing must be completed in an inactive duty or active duty military status. If drug testing must be accomplished due to the result of a ground or aircraft accident, or observation of erratic behavior, place technicians immediately in an inactive duty status or active duty military status for such purposes.